



CITY OF KILLEEN
Police Pay Plan

Effective: October 1, 2014

	Step: Year:	<u>Probationary</u>	P01-1 <u>One</u>	P01-2 <u>Two</u>	P01-3 <u>Three</u>	P01-4 <u>Four</u>	P01-5 <u>Five</u>	P01-6 <u>Six</u>	P01-7 <u>Eight</u>	P01-8 <u>Ten</u>	P01-9 <u>Twelve</u>	P01-10 <u>Fourteen</u>	P01-11 <u>Sixteen</u>	P01-12 <u>Eighteen</u>
Police Officer Grade P00/P1	Monthly	3,743	\$ 4,071	\$ 4,203	\$ 4,334	\$ 4,465	\$ 4,596	\$ 4,729	\$ 4,860	\$ 4,991	\$ 5,122	\$ 5,254	\$ 5,385	\$ 5,516
	Annual	44,920	\$ 48,851	\$ 50,438	\$ 52,011	\$ 53,584	\$ 55,156	\$ 56,742	\$ 58,315	\$ 59,888	\$ 61,460	\$ 63,047	\$ 64,620	\$ 66,193

	Step: Year:	1 <u>1-2</u>	2 <u>3-4</u>	3 <u>5-9</u>	4 <u>10+</u>
Police Sergeant Grade P2	Monthly	\$ 5,821	\$ 6,017	\$ 6,212	\$ 6,406
	Annual	\$ 69,853	\$ 72,206	\$ 74,542	\$ 76,878
Police Lieutenant Grade P3	Monthly	\$ 6,764	\$ 6,960	\$ 7,155	\$ 7,350
	Annual	\$ 81,167	\$ 83,519	\$ 85,855	\$ 88,206
Police Captain Grade P4	Monthly	\$ 7,675	\$ 7,871	\$ 8,066	\$ 8,260
	Annual	\$ 92,099	\$ 94,451	\$ 96,787	\$ 99,123
Assistant Chief of Police Grade P6	Monthly	\$ 8,814	\$ 9,008	\$ 9,203	\$ 9,399
	Annual	\$ 105,764	\$ 108,100	\$ 110,439	\$ 112,788

Police Incentive Pay

Associate Degree or ,	\$100
Bachelor Degree or ,	\$200
Master's Degree	\$300
AND	
Intermediate Certificate or ,	\$60
Advanced Certificate or ,	\$75
Master Peace Officer	\$100

Police Assignment Pay

Bilingual Certification (Level I)	\$50
Bilingual Certification (Level II)	\$75
Clothing	\$50
Field Training Officer	\$75
Investigator	\$50
HAZMAT Certification	\$100
Shift Differential (Patrol Personnel only)	3% of Base Pay
TRU (Tactical Response Unit)	\$75

NOTE: Officers may receive an education incentive in conjunction with Police Officer certification pay.

Hiring Incentive Pay

Individuals with a TCOLE

Stage one: \$2,000 paid on the first regular payday after the licensed officer is hired by the department and begins the FTO (field training) program.

Stage two: \$1,000 paid when the Police department affirms that the Probationary Police Officer has successfully completed the first year of service with the department; payment of this incentive will be made during the last pay period of the first year of service.